

# Poland EMS Industry Database Report

Electronics Manufacturing Services — Company Profiles & Financial  
Analysis

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Data Source: BizRaport | February 2026

Total Companies	Total Revenue	Avg Net Margin	Avg ROE	Regions
101	3.79B PLN	4.2%	21.8%	15

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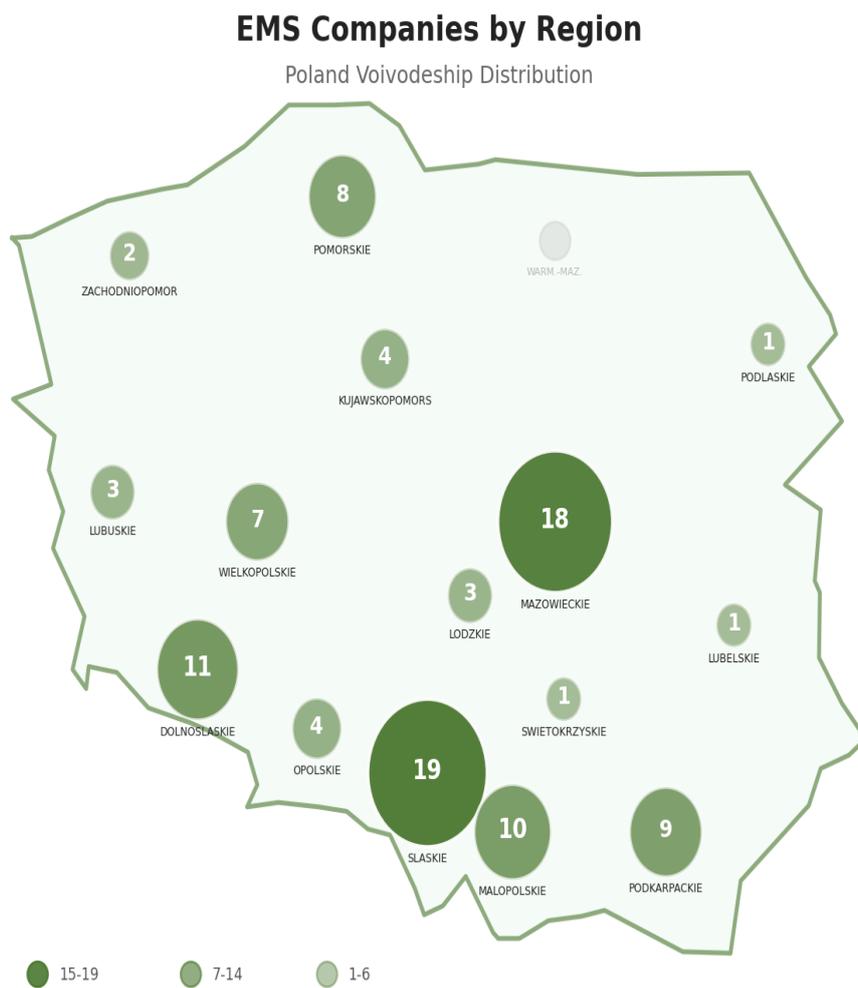
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# 1. Executive Summary

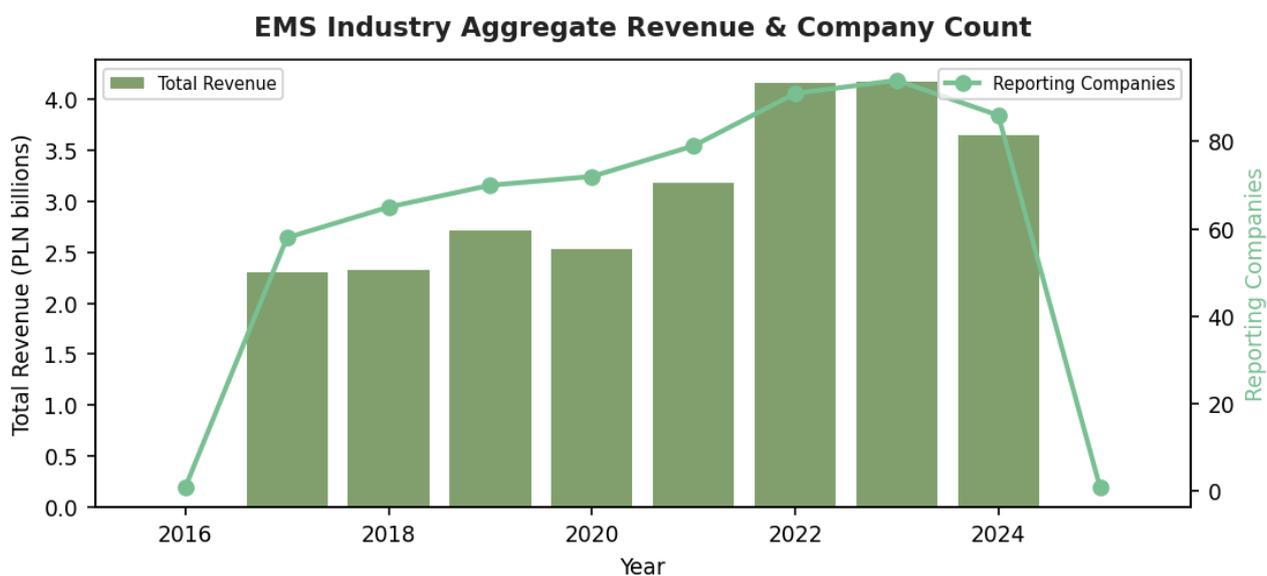
This report provides a comprehensive analysis of **101** Electronics Manufacturing Services (EMS) companies operating in Poland, based on financial data filed with the National Court Register (KRS). The dataset covers reporting periods from 2016 to 2024, spanning **15** out of 16 Polish voivodeships. The aggregate revenue of the sector amounts to **PLN 3.79 billion**, with an average net margin of **4.2%** and an average ROE of **21.8%**.

The Polish EMS sector continues to attract both domestic and international investment, driven by competitive labor costs, skilled workforce, EU membership, and proximity to Western European OEMs. Leading players such as Fideltronik, Thales DIS Polska, and USI Asteelflash represent a mix of Polish-owned and foreign-invested entities, reflecting the sector's integration into global supply chains.



## 2. Industry Overview & Trends

The chart below shows the aggregate revenue of reporting EMS companies alongside the count of companies filing financial statements each year.

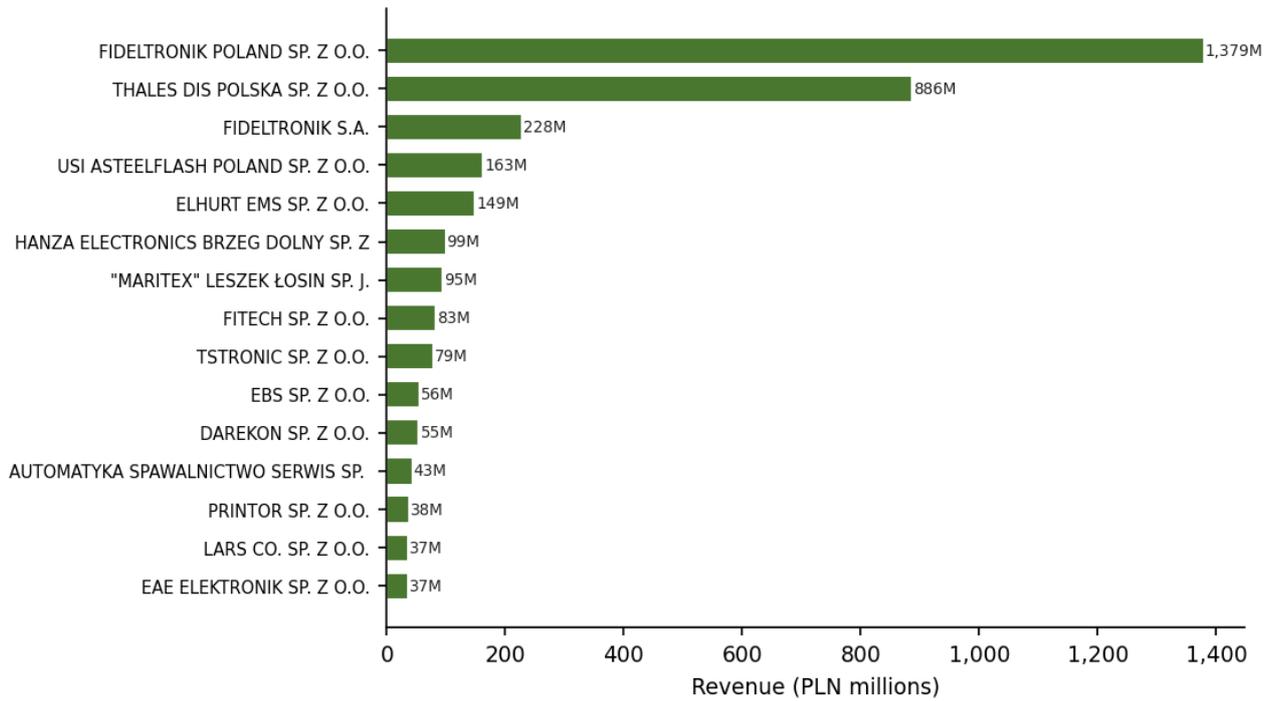


### Legal Form Distribution

Distribution: SPÓŁKA Z OGRANICZONĄ ODPOWIEDZIALNOŚCIĄ (95), SPÓŁKA JAWNA (3), SPÓŁKA AKCYJNA (1), SPÓŁKA KOMANDYTOWA (1), PROSTA SPÓŁKA AKCYJNA (1).

### 3. Top Companies by Revenue

Top 15 Companies by Revenue



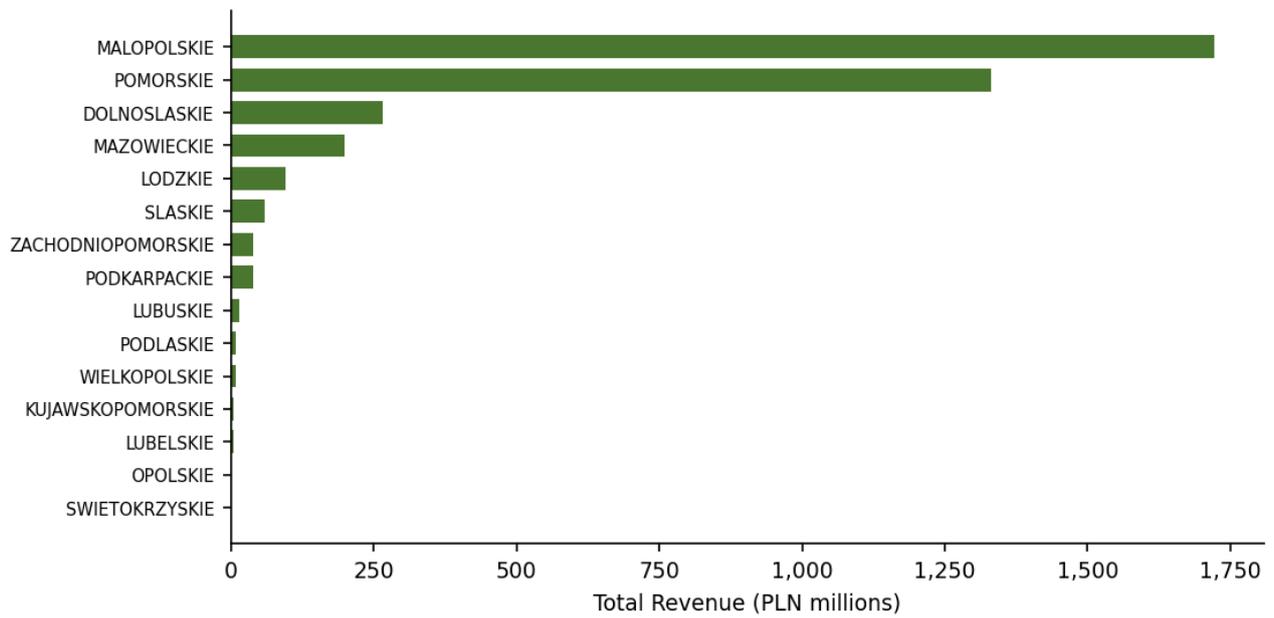
### Top 20 Companies – Key Financials

#	Company	Region	Revenue (M)	Net Profit (M)	EBITDA (M)	Margin	ROE
1	FIDELTRONIK POLAND SP. Z O	MALOPOLSKIE	1,379.5	57.0	51.0	4.0%	14.0%
2	THALES DIS POLSKA SP. Z O.	POMORSKIE	886.1	5.9	43.9	1.0%	2.0%
3	FIDELTRONIK S.A.	MALOPOLSKIE	228.2	-4.2	6.0	-2.0%	-16.0%
4	USI ASTEELFLASH POLAND SP.	DOLNOSLASKIE	163.0	0.8	11.3	1.0%	0.0%
5	ELHURT EMS SP. Z O.O.	POMORSKIE	149.1	11.9	15.2	8.0%	38.0%
6	HANZA ELECTRONICS BRZEG DO	DOLNOSLASKIE	99.4	1.7	5.9	2.0%	5.0%
7	"MARITEX" LESZEK ŁOSIN SP.	POMORSKIE	95.0	7.3	8.3	8.0%	31.0%
8	FITECH SP. Z O.O.	MALOPOLSKIE	83.1	-0.2	3.5	0.0%	0.0%
9	TSTRONIC SP. Z O.O.	POMORSKIE	79.1	1.9	4.9	2.0%	11.0%
10	EBS SP. Z O.O.	MAZOWIECKIE	56.0	2.7	14.4	5.0%	7.0%
11	DAREKON SP. Z O.O.	POMORSKIE	54.5	-0.5	0.6	-1.0%	-3.0%
12	AUTOMATYKA SPAWALNICTWO SE	LODZKIE	43.4	2.9	3.7	7.0%	16.0%
13	PRINTOR SP. Z O.O.	LODZKIE	37.9	1.3	2.9	3.0%	18.0%
14	LARS CO. SP. Z O.O.	MAZOWIECKIE	36.9	6.2	7.0	17.0%	54.0%

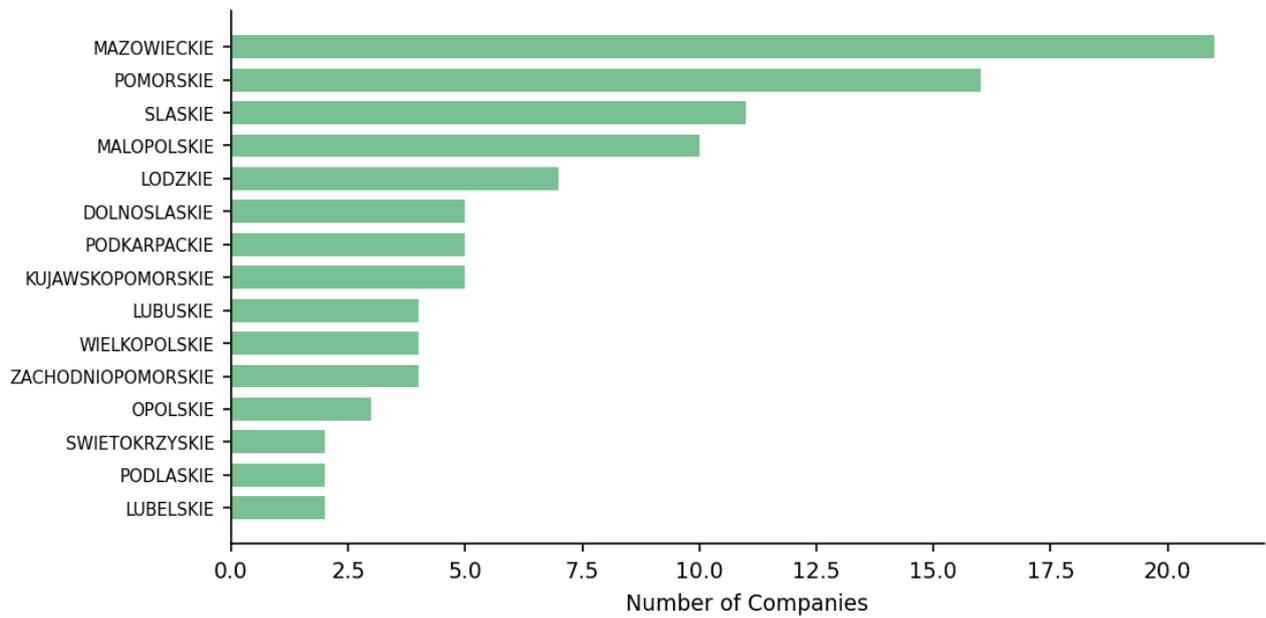
15	EAE ELEKTRONIK SP. Z O.O.	PODKARPACKIE	36.7	4.4	6.1	12.0%	12.0%
16	TECHNOSYSTEM SP. Z O.O.	MAZOWIECKIE	30.5	0.8	3.6	3.0%	3.0%
17	"NIVISS" LESZEK ŁOSIN SP.	POMORSKIE	30.2	0.6	1.7	2.0%	14.0%
18	ELTWIN SP. Z O.O.	ZACHODNIOPOMORSKIE	25.3	0.2	0.4	1.0%	5.0%
19	MCD ELECTRONICS SP. Z O.O.	SLASKIE	25.0	-0.1	2.8	0.0%	0.0%
20	NANOTECH ELEKTRONIK SP. Z	MAZOWIECKIE	21.9	7.5	7.7	34.0%	75.0%

## 4. Regional Analysis

### Revenue by Region



### EMS Companies by Region

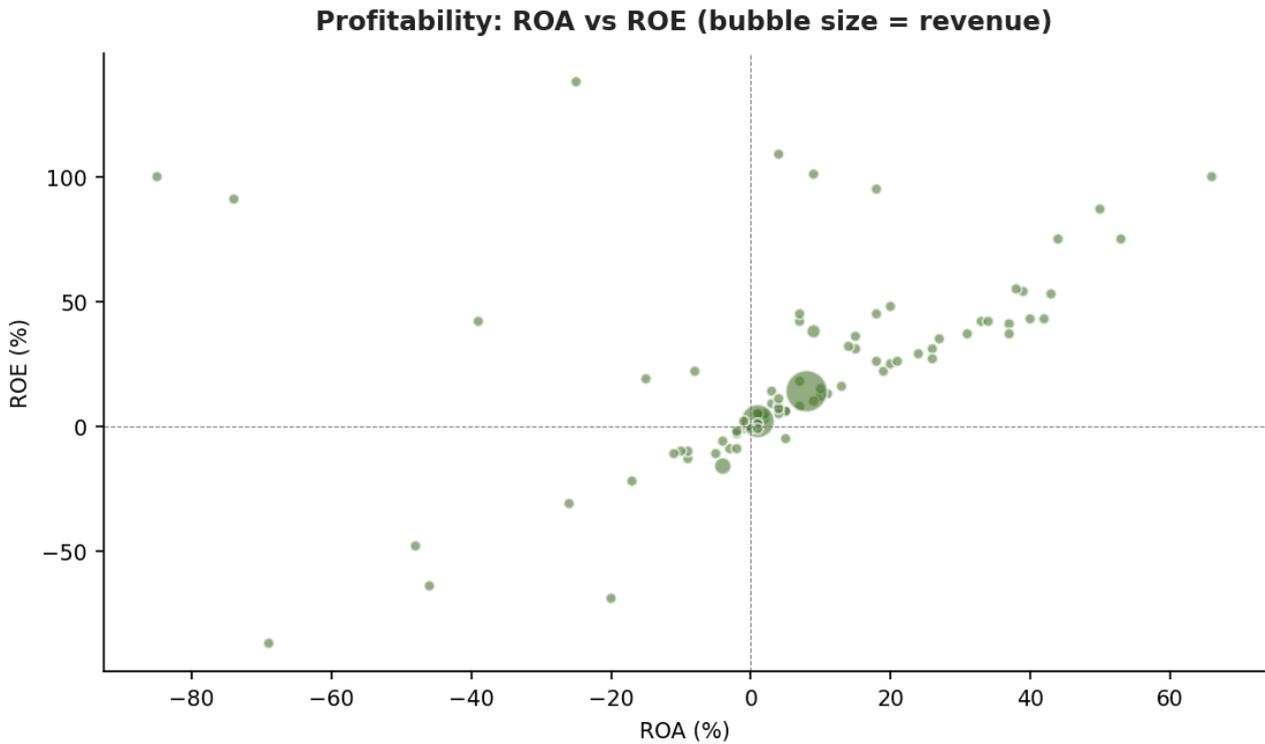


## Regional Summary Statistics

Region	Companies	Total Rev. (M PLN)	Avg Rev. (M PLN)	Avg Net Margin
MALOPOLSKIE	10	1,722	172.2	-4.3%
POMORSKIE	16	1,332	83.2	9.1%
DOLNOSLASKIE	5	265	53.0	1.0%
MAZOWIECKIE	21	198	9.4	2.1%
LODZKIE	7	95	13.6	7.6%
SLASKIE	11	58	5.3	-2.8%
ZACHODNIOPOMORSKIE	4	38	9.5	8.5%
PODKARPACKIE	5	38	7.6	5.0%
LUBUSKIE	4	14	3.5	2.0%
PODLASKIE	2	8	4.2	14.0%
WIELKOPOLSKIE	4	8	2.0	5.0%
KUJAWSKOPOMORSKIE	5	4	0.9	7.8%
LUBELSKIE	2	4	1.8	7.0%
OPOLSKIE	3	1	0.2	23.0%
SWIETOKRZYSKIE	2	0	0.0	-3.0%

## 5. Profitability Analysis

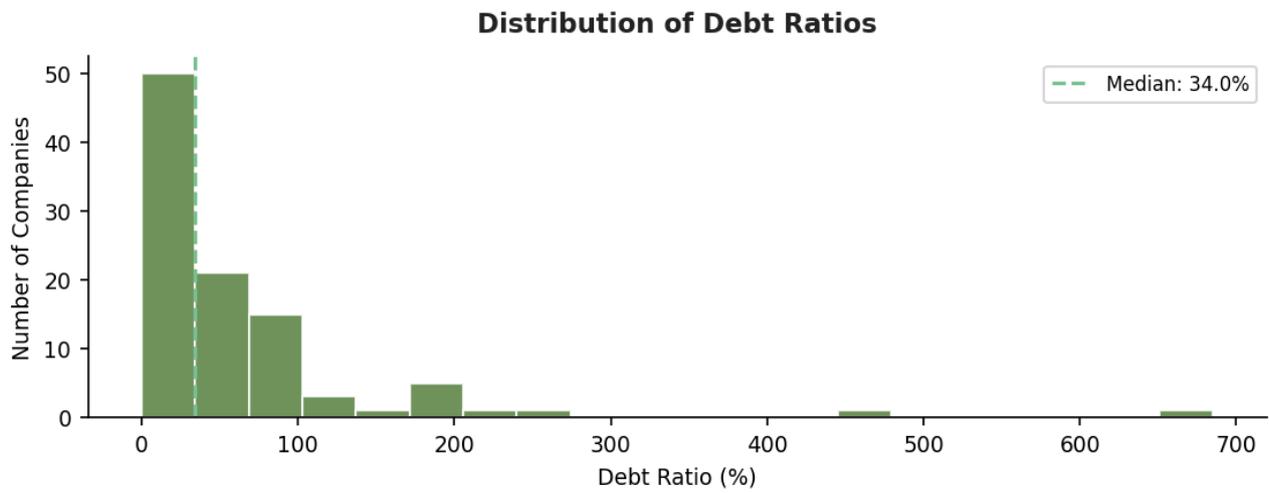
Bubble size reflects revenue. Upper-right = strong profitability.



### Most Profitable Companies (by Net Margin)

#	Company	Net Margin	Op. Margin	ROE	Revenue (M PLN)
1	INTEGREL EMS SP. Z O.O.	88.0%	N/A	495.0%	0.0
2	PROFILL KOSTRZEWA KALBARCZYK	40.0%	40.0%	261.0%	9.2
3	DOMIQ SP. Z O.O.	40.0%	45.0%	87.0%	0.2
4	TAV SP. Z O.O.	39.0%	52.0%	45.0%	0.1
5	MG- ELECTRONIC SP. Z O.O.	39.0%	44.0%	37.0%	0.4
6	PERUN TECH SP. Z O.O.	35.0%	36.0%	43.0%	2.8
7	NANOTECH ELEKTRONIK SP. Z O.	34.0%	34.0%	75.0%	21.9
8	LOPI ELEKTRONIKA SP. Z O.O.	31.0%	33.0%	389.0%	4.1
9	CADEA SP. Z O.O.	31.0%	34.0%	-5.0%	0.0
10	J&j; OBWODY DRUKOWANE SP. Z O	28.0%	31.0%	31.0%	0.3

## 6. Financial Health & Leverage



The median debt ratio stands at 34.0%, mean 62.8%. Most companies maintain moderate leverage.

## 7. Complete Company Directory

All 101 companies sorted alphabetically.

Company	Region	Revenue (M PLN)	Net Profit (M)	EBITDA (M)	Margin	Yr
"MARITEX" LESZEK ŁOSIN SP. J.	POMORSKIE	95.0	7.3	8.3	8.0%	2024
"NIVISS" LESZEK ŁOSIN SP. J.	POMORSKIE	30.2	0.6	1.7	2.0%	2024
ALFA-I SP. Z O.O.	PODLASKIE	4.4	0.4	0.4	10.0%	2023
ALLTECH SP. Z O.O.	POMORSKIE	9.0	-0.3	-0.3	-3.0%	2024
APS AVIATION SP. Z O.O.	KUJAWSKOPOMORSKIE	2.1	0.3	N/A	16.0%	2023
ASSEMBLERTEC SP. Z O.O.	LUBELSKIE	3.6	0.3	N/A	7.0%	2024
ASSEMTEC EUROPE SP. Z O.O.	LUBUSKIE	0.7	0.1	0.1	7.0%	2024
AUTOMATIC-1 SP. Z O.O.	WIELKOPOLSKIE	0.6	0.0	N/A	2.0%	2024
AUTOMATYKA SPAWALNICTWO SERWIS S	LODZKIE	43.4	2.9	3.7	7.0%	2023
AVO TECHNIKA SP. Z O.O.	MAZOWIECKIE	0.2	0.0	N/A	3.0%	2025
BATTEL SP. Z O.O.	MAZOWIECKIE	0.0	-0.0	-0.0	N/A	2018
BDM IDEA SP. Z O.O.	PODKARPACKIE	0.1	-0.0	-0.0	-10.0%	2024
BMS INNOVA SP. Z O.O.	LUBELSKIE	0.0	-0.1	-0.0	N/A	2024
BOOLEAN SP. Z O.O.	ZACHODNIOPOMORSKIE	6.4	-0.2	-0.1	-3.0%	2024
BORNICO SP. Z O.O.	MAZOWIECKIE	13.9	1.1	1.4	8.0%	2024
BOSON GROUP P.S.A.	MALOPOLSKIE	0.3	-2.5	-2.3	-733.0%	2024
CADEA SP. Z O.O.	SWIETOKRZYSKIE	0.0	0.0	0.0	31.0%	2023
CMM INDUSTRIES SP. Z O.O.	PODLASKIE	3.9	0.7	0.5	18.0%	2024
CYBER-TEK SP. Z O.O.	WIELKOPOLSKIE	0.0	0.0	0.0	N/A	2018
DAREKON SP. Z O.O.	POMORSKIE	54.5	-0.5	0.6	-1.0%	2024
DGT POLAND SP. Z O.O.	WIELKOPOLSKIE	0.6	-3.6	-2.9	-595.0%	2024
DOMIQ SP. Z O.O.	OPOLSKIE	0.2	0.1	0.1	40.0%	2024
EAE ELEKTRONIK SP. Z O.O.	PODKARPACKIE	36.7	4.4	6.1	12.0%	2024
EBS SP. Z O.O.	MAZOWIECKIE	56.0	2.7	14.4	5.0%	2024
EDFELECTRONICS SP. Z O.O.	SLASKIE	2.9	0.1	0.2	4.0%	2024
EELINE SP. Z O.O.	PODKARPACKIE	0.0	-0.1	N/A	-512.0%	2024

Company	Region	Revenue (M PLN)	Net Profit (M)	EBITDA (M)	Margin	Yr
ELEKTRONIKA ELMAX SP. Z O.O.	MAZOWIECKIE	0.5	0.0	N/A	5.0%	2024
ELETOR SP. Z O.O.	KUJAWSKOPOMORSKIE	0.0	0.0	N/A	N/A	2024
ELHURT EMS SP. Z O.O.	POMORSKIE	149.1	11.9	15.2	8.0%	2024
ELTWIN SP. Z O.O.	ZACHODNIOPOMORSKIE	25.3	0.2	0.4	1.0%	2024
EMPROX SP. Z O.O.	SLASKIE	2.0	-0.2	-0.2	-11.0%	2024
ENEGO SP. Z O.O.	SLASKIE	8.5	1.2	1.1	14.0%	2024
FIDELTRONIK INNOLAB SP. Z O.O.	MALOPOLSKIE	0.9	-0.0	N/A	-3.0%	2024
FIDELTRONIK POLAND SP. Z O.O.	MALOPOLSKIE	1,379.5	57.0	51.0	4.0%	2024
FIDELTRONIK S.A.	MALOPOLSKIE	228.2	-4.2	6.0	-2.0%	2024
FITECH SP. Z O.O.	MALOPOLSKIE	83.1	-0.2	3.5	0.0%	2024
FPSE SP. Z O.O.	DOLNOSLASKIE	0.0	0.0	N/A	N/A	2020
FRESH SP. Z O.O.	SWIETOKRZYSKIE	0.0	-0.0	-0.0	-37.0%	2023
FUTURELI SP. Z O.O.	MAZOWIECKIE	3.5	0.2	0.3	7.0%	2024
GATE ENTERPRISE SP. Z O.O.	MALOPOLSKIE	0.0	-0.0	-0.0	-38.0%	2024
GATE ENTERPRISE SP. Z O.O. SP. K	MALOPOLSKIE	18.7	-2.1	N/A	-11.0%	2024
H&H; SP. Z O.O.	MAZOWIECKIE	0.0	-0.0	-0.0	N/A	2024
HANZA ELECTRONICS BRZEG DOLNY SP	DOLNOSLASKIE	99.4	1.7	5.9	2.0%	2024
HMP HEIDENHAIN-MICROPRINT POLSKA	LUBUSKIE	8.5	0.4	0.9	5.0%	2024
HUGER SP. Z O.O.	WIELKOPOLSKIE	6.7	0.5	0.6	8.0%	2022
HUSARION SP. Z O.O.	MALOPOLSKIE	6.6	-0.5	-0.3	-7.0%	2024
HVAC TECHNOLOGY SP. Z O.O.	MAZOWIECKIE	0.0	-0.0	-0.0	N/A	2022
IGM POLAND SP. Z O.O. W LIKWIDAC	MAZOWIECKIE	0.7	-0.5	-0.5	-79.0%	2024
INTEGREL EMS SP. Z O.O.	POMORSKIE	0.0	0.0	N/A	88.0%	2024
INVITECH 4.0 SP. Z O.O.	LODZKIE	1.3	0.3	0.3	22.0%	2024
IOTOAK SP. Z O.O.	LODZKIE	0.4	-0.0	N/A	-12.0%	2024
J&j; OBWODY DRUKOWANE SP. Z O.O.	SLASKIE	0.3	0.1	0.1	28.0%	2024
JIMMY PAPUTTO SP. Z O.O.	DOLNOSLASKIE	0.0	-0.0	-0.0	-629963.0%	2024

Company	Region	Revenue (M PLN)	Net Profit (M)	EBITDA (M)	Margin	Yr
KDTECH SP. Z O.O.	DOLNOSLASKIE	2.5	0.0	0.0	0.0%	2024
KLUCZ TELEKOMUNIKACJA SP. Z O.O.	MAZOWIECKIE	4.4	-0.3	-0.3	-7.0%	2024
LARS CO. SP. Z O.O.	MAZOWIECKIE	36.9	6.2	7.0	17.0%	2024
LINCOR SP. Z O.O.	MAZOWIECKIE	0.0	-0.0	-0.0	-73.0%	2024
LOPI ELEKTRONIKA SP. Z O.O.	LODZKIE	4.1	1.3	2.4	31.0%	2024
M-TRONICS SP. Z O.O.	OPOLSKIE	0.1	0.0	0.0	22.0%	2024
M4 GROUP SP. Z O.O.	ZACHODNIOPOMORSKIE	3.7	0.0	0.1	1.0%	2024
MARGOL ELECTRONICS SP. Z O.O.	SLASKIE	0.1	-0.0	N/A	-33.0%	2024
MCD ELECTRONICS SP. Z O.O.	SLASKIE	25.0	-0.1	2.8	0.0%	2024
MG- ELECTRONIC SP. Z O.O.	MAZOWIECKIE	0.4	0.2	N/A	39.0%	2024
MICROBOTIC SP. Z O.O.	KUJAWSKOPOMORSKIE	2.3	0.4	0.6	18.0%	2024
MICROELECTRONICS SP. Z O.O.	PODKARPACKIE	0.8	0.2	0.2	18.0%	2024
MODUSMED SP. Z O.O.	PODKARPACKIE	0.4	0.0	N/A	0.0%	2024
MPICOSYS - EMBEDDED PICO SYSTEMS	POMORSKIE	2.4	0.0	0.0	1.0%	2024
MSX ELEKTRONIKA SP. Z O.O.	MAZOWIECKIE	9.4	2.0	2.6	22.0%	2024
NANOTECH ELEKTRONIK SP. Z O.O.	MAZOWIECKIE	21.9	7.5	7.7	34.0%	2024
NEXTRONIC SP. Z O.O.	LUBUSKIE	0.0	-0.0	N/A	N/A	2023
NOVIL ECM SP. Z O.O.	POMORSKIE	11.9	0.8	1.4	7.0%	2024
OEM TECH SP. Z O.O.	MAZOWIECKIE	10.6	2.2	2.8	21.0%	2024
PCB CONNECT SP. Z O.O.	POMORSKIE	3.4	-1.6	-1.3	-48.0%	2024
PERUN TECH SP. Z O.O.	ZACHODNIOPOMORSKIE	2.8	1.0	1.1	35.0%	2024
PICME BOT SP. Z O.O.	KUJAWSKOPOMORSKIE	0.0	-0.0	N/A	-18.0%	2024
PRINTOR SP. Z O.O.	LODZKIE	37.9	1.3	2.9	3.0%	2024
PRODEL ELECTRONICS SP. Z O.O.	LODZKIE	7.5	0.0	0.4	1.0%	2024
PROELCO SP. Z O.O.	POMORSKIE	3.0	0.4	N/A	14.0%	2024
PROFILL KOSTRZEWA KALBARCZYK SP.	MAZOWIECKIE	9.2	3.7	3.9	40.0%	2024
PROTEMS SP. Z O.O.	SLASKIE	0.0	-0.0	N/A	-46179.0%	2024
PRZEDSIĘBIORSTWO PRODUKCYJNE, HA	KUJAWSKOPOMORSKIE	0.0	0.0	N/A	15.0%	2024

Company	Region	Revenue (M PLN)	Net Profit (M)	EBITDA (M)	Margin	Yr
PRZEDSIĘBIORSTWO WDRAŻANIA POSTĘ	OPOLSKIE	0.4	0.0	0.0	7.0%	2024
S. E. T. ELECTRONICS POLSKA SP.	LUBUSKIE	5.0	-0.3	0.0	-6.0%	2024
SATLAND PROTOTYPE SP. Z O.O.	POMORSKIE	2.2	0.1	0.1	5.0%	2024
SELKOD SP. Z O.O.	MALOPOLSKIE	0.4	0.1	0.1	13.0%	2024
SETIVO SP. Z O.O.	SLASKIE	3.7	0.6	0.8	16.0%	2024
SILTEGRO SP. Z O.O.	SLASKIE	9.9	1.3	1.7	13.0%	2024
STILIGER SP. Z O.O.	SLASKIE	0.6	-0.2	0.5	-32.0%	2024
STRUCTURE51 SP. Z O.O.	MAZOWIECKIE	0.1	0.0	0.0	3.0%	2020
SUMMIT TECHNOLOGY SP. Z O.O.	LODZKIE	0.3	0.0	N/A	1.0%	2023
SUPERVISOR SP. Z O.O.	POMORSKIE	3.1	0.5	0.5	14.0%	2023
TAV SP. Z O.O.	POMORSKIE	0.1	0.0	N/A	39.0%	2024
TECHNILINE SP. Z O.O.	MAZOWIECKIE	0.0	-0.0	N/A	-20.0%	2024
TECHNOSYSTEM SP. Z O.O.	MAZOWIECKIE	30.5	0.8	3.6	3.0%	2024
THALES DIS POLSKA SP. Z O.O.	POMORSKIE	886.1	5.9	43.9	1.0%	2024
TSTRONIC SP. Z O.O.	POMORSKIE	79.1	1.9	4.9	2.0%	2023
UEGZ SPÓŁKA Z OGRANICZONĄ ODPOWI	POMORSKIE	2.5	0.2	N/A	8.0%	2024
USI ASTEELFLASH POLAND SP. Z O.O	DOLNOSLASKIE	163.0	0.8	11.3	1.0%	2024
VANILLA ENCODE SP. Z O.O.	MAZOWIECKIE	0.1	0.0	N/A	10.0%	2024
WDR ELEKTRO SP. Z O.O.	MALOPOLSKIE	4.1	0.2	0.4	5.0%	2024
WM ELTAR SP. Z O.O.	SLASKIE	5.5	-1.5	-1.4	-27.0%	2024

## 8. Methodology & Data Notes

**Data Source:** BizRaport database export (Feb 2026), KRS financial statements.

**Coverage:** 131 unique companies under PKD Section C (Manufacturing), division 26.1.

**Reporting Periods:** 2016 to 2024. Most recent filing used for rankings.

**Financial Metrics:** Revenue, operating profit, net profit, EBIT, EBITDA, total assets, equity, liabilities, and derived ratios.

**Currency:** All values in Polish Zloty (PLN).

**Limitations:** Extreme outliers (net margin >100% or <-100%) excluded from averages.

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